

Articles

Employment and Skill Development Initiatives in the Labor Markets: The Cases of Indonesia and Thailand

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This study delves into the intricate dynamics of labor markets in Indonesia and Thailand, revealing the symbiotic relationship between policy attributes, vocational education, and collaborative governance, all anchored in a robust theoretical framework encompassing policy attributes. The central question driving this research is: How can the government effectively mitigate labor market challenges in Indonesia and Thailand? To answer this question, the study aims to illuminate the interplay of solubility, complexity, scale, divisibility, monetarization, scope, and interdependence attributes within labor market policies. Employing a case study as its primary research strategy, the study analyzes data from diverse sources, including labor force statistics, policy documents, and academic literature. The Indonesian government, driven by the commitment to address the multifaceted challenges of unemployment and skill gaps, has formulated strategic initiatives to increase productivity and competitiveness. Thailand's School in Factory Programs is an exemplary model, showcasing a comprehensive approach to workforce competence by seamlessly integrating education with industry needs. The analysis extends to the broader context of population policies, drawing valuable lessons from the Republic of South Korea. The success of South Korea's population policy highlights the relevance of principles such as New Public Management (NPM), New Public Governance (NPG), and New Public Service (NPS). These principles are subsequently intertwined with the Indonesian and Thai cases, providing a comprehensive understanding of governance dynamics within the context of population and employment strategies.

INTRODUCTION

The Southeast Asian region has undergone unprecedented growth and development, primarily attributed to the implementation of market-driven and export-oriented policies. This evolution has resulted in notable diversification across industries and increased demand for intricate and sophisticated skill sets (Barr & Attrey, 2017; Maclean et al., 2013). At the local level, vocational education programs have emerged as crucial instruments, facilitating the adaptation of national economies to the evolving dynamics of the labor market. This adaptation involves leveraging technological advancements and navigating the complexities of globalization. Across several Southeast Asian countries, significant interest has been expressed in developing work-based training programs. These initiatives aim to establish effective pathways for the youth to seamlessly enter the labor market while enhancing the existing workforce's skill levels. Work-based learning encompasses a spectrum of arrangements, ranging from formal apprenticeships and informal on-the-job learning to structured work placements integrated into formal vocational qualifications and various internships. On a local scale, establishing partnerships between employers and vocational education systems has emerged as a potent strategy (Francesca et al., 2009). These collaborations augment the quality of technical education, ensuring that graduates are suitably equipped for a seamless transition into the workforce (Choy, 2019; Dhakal et al., 2018). Active engagement with the private sector en-

hances the capacity of vocational education, formalizes employment arrangements, and dispels prevailing misconceptions regarding its efficacy.

The spotlight has been directed toward skills development and occupational competencies as a region-wide priority. Consequently, the nature and caliber of skills have assumed paramount importance throughout Southeast Asia. While some countries have adeptly managed this transition, witnessing notable growth rates and improved employment levels, others grapple with reconciling globalization's opportunities with domestic concerns stemming from demographic shifts (Spoonley, 2008). The ensuing report emanates from extensive research and in-depth studies, which collectively probe these phenomena's intricate complexities. Its primary objective is to identify the chief impediments restraining employment growth within the region, achieved through a meticulous analysis of prevailing strategies. Before further exploration, it is imperative to underline that the core of this study lies in unraveling how governance approaches navigate policy intricacies related to employment and skill strategies in Indonesia and Thailand. This navigation is intricately woven into the prevailing fabric of labor market conditions, warranting an in-depth examination.

The demographic theory entails the examination of population dimensions, including age, education, and sex. This concept holds central significance in labor statistics, particularly in discussions regarding variations in the size of the working-age population and its implications for labor

The Development Of Labor Institutions In Thailand



**OECD,Asian Development Bank
Institute,International Labour
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The Development Of Labor Institutions In Thailand:

The Development of Labor Institutions in Thailand Bevars DuPre Mabry, 1979 **The Development of Labor Institutions in Thailand** Bevars D. Mabry, Khieu Samphan, 1979 *Labour, Politics and the State in Industrialising Thailand* Andrew Brown, 2004-03 This book focuses on how the state has become entangled in the processes through which workers have been organized reorganized and disorganized as social and political actors in different historical periods

Thailand's Macroeconomic Miracle Peter G. Warr, 1996 World Bank Discussion Paper No 345 Focuses on financial sector reforms in the Czech Republic Hungary Poland the Slovak Republic and Slovenia and provides a detailed assessment of where each country stands relative to European Union requirements for financial sector integration The paper reviews current trends and changes in the countries banking systems the development of their capital markets and the effects of changes in their legal and regulatory systems on banking supervision **Geographies of Women's Health** Nancy Davis

Lewis, Isabel Dyck, Sara McLafferty, 2012-11-12 This international collection explores the relationships between society place gender and health and how these play out in different parts of the world The chapters work together in examining the complex layering of social economic and political relations that frame women s health The authors demonstrate that women s health needs to be understood in place if gains are to be made in improving women s health and health care *Economic Policies in the Pacific Area Developing Countries* Bela Balassa, 1991-06-18 Aims to improve our understanding of the factors determining the economic performance of the Pacific area developing countries The book deals with both the newly

industrializing countries and the newly exporting countries *Industrial Transformation in the Developing World* Michael T. Rock, David P. Angel, 2005-10-06 Grow first clean up later environmental strategies in the developing economies of East Asia China Korea and Taiwan in Northeast Asia and Indonesia Malaysia the Phillippines Singapore Thailand and Vietnam in

Southeast Asia pose a critical regional and global sustainability challenge in this area of continuing rapid urban based industrial growth It is the most polluted region in the world Whilst being at the leading edge of the processes of urbanization industrialization and globalization these economies are in the midst not at the end of their urban industrial transformations During the next 25 years urban populations in the region are expected roughly to double and most of the industrial capital stock that will be on the ground by 2030 has not yet been built Given East Asia s growing size in the world s economy and ecology and its increasingly polluted environment this looming urban industrial transformation is both a challenge and an opportunity Unless steps are taken now to make this transformation more sustainable East Asia s and the world s environmental future is likely to deteriorate seriously Using detailed case studies and rigorous empirical analyses Rock and Angel leading experts in this field show that East Asian governments have found institutionally unique ways to overcome the sustainability challenge As a result of these findings they demonstrate how even low income economies in the rest of the world can use regulatory polices industrial policies and an openness to trade and foreign investment that will increase the

competitiveness of their firms whilst improving their environmental performance thus proving an important antidote to those who argue that poor countries cannot afford to clean up their environment whilst their economies remain under developed

Thailand at the Margins Jim Glassman, 2004-03-04 Jim Glassman addresses the role of the state in the industrial transformation of what was before the economic crisis of 1997-98 one of Southeast Asia's fastest growing economies Approaching this issue from a different angle to those dominating 1980s and 1990s debates about the role of states in East Asian growth Glassman argues that the Thai state has been both proactive and interventionist in encouraging industrial transformation contrary to what neo liberals have asserted but at the same time has not been a developmental state of the sort championed by neo Weberian analysts of East Asia Analyzing the Cold War period the period of the economic boom as well as the economic crisis and its political aftershock *Thailand at the Margins* recasts the story of the Thai state's post World War II development performance by focusing on uneven industrialization and the interaction between internationalization and the transformation of Thai labour

Thailand Charles F Keyes, 2019-07-09 Thailand is exceptional among modern states in Asia in that it has built and retained a national culture around a traditional monarchical institution Moreover this culture has also been based on a dominant religious tradition that of Theravada Buddhism The process of creating the modern nation state of Thailand out of the traditional Buddhist kingdom of Siam began in the nineteenth century when the rulers of Siam confronted with increasing pressure from the colonial powers of Britain and France were able to preserve their country's independence by instituting revolutionary changes that established the authority of a centralized bureaucracy throughout the country The new state asserted its authority not only over Siamese who lived in the core area of the old kingdom but also over large numbers of Lao Yuan or Northern Thai Khmer Malays tribal peoples and other groups all of which had previously enjoyed relative autonomy and over the sizable immigrant Chinese population which was assuming an increasingly significant role in the economy Because the rulers of the Siamese state strove to incorporate these diverse peoples into a Thai national community how this community should be defined and what type of state structure should be linked with it have been dominant questions in modern Thai history Significant tensions have arisen from the efforts by members of the Thai elite to make the monarchical traditions of the Bangkok dynasty Buddhism and the central Thai language basic to Thai national culture Other tensions have arisen as monarchy military bureaucracy the Buddhist sangha business interests and elected political representatives assert or maintain an authoritative position in the state structure This book examines these tensions with reference to the major changes that have taken place in Thai society economy polity and culture in the twentieth century especially since World War II

Buddhism and Politics in Thailand Somboon Suksamran, 1982 This book studies the interaction of the Sangha the community of monks with politics and socio political change in Thailand Although the interaction of Buddhism and politics is recognized it is seldom acknowledged and frequently denied This paradox derives from two deeply rooted notions first that politics is the dirtiest business second that only pure Buddhism and a sound Sangha

can ensure the moral welfare of the nation and their preservation in unadulterated form is critical for the survival of national unity *Political Change in Thailand* Kevin Hewison, 2002-09-11 This book provides an assessment of approaches to studying Thai politics the various forces reshaping the forms of political activity and their roles in the fluid contemporary political environment This volume will be of particular interest to those who require an understanding of the complex and rapidly changing political realities of contemporary Thailand *Political Change in Thailand* will be of particular interest to those who require an understanding of the complex and rapidly changing political realities of contemporary Thailand

Innovative Approaches for the Management of Labor Migration in Asia OECD, Asian Development Bank Institute, International Labour Organization, 2020-02-20 This report analyzes labor migration trends in Asia and puts them in the context of demographic and policy trends It provides an overview of the population trends in different Asian countries and looks at policy settings in several sending and destination countries of labor migrants *Labour and Unions in an Industrialising Thailand* Kevin Hewison, 1993 *Building Social Capital in Thailand* Danny Unger, 1998-09-28 Between 1984 and 1994 Thailand had the most rapid economic expansion in the world This 1998 book offers an explanation of this successful record of economic growth in Thailand and in Southeast Asia more generally The book explains why Thai leaders adopted a market driven strategy from the late 1950s and also shows how the overseas Chinese in Thailand built on their community's social capital to overcome the market failures common to all developing countries Unger takes an interdisciplinary approach building on the literatures of social capital and embedded autonomy He considers the unique organization of Thai society and the impact this has had on the country's institutions and their political and economic outcomes The book includes detailed analysis of the financial and textile sectors as well as the development of heavy industries and transportation infrastructure **Dictators, Democrats, and Development in Southeast Asia** Michael T. Rock, 2017 An examination of how dictators and democrats in Indonesia Malaysia and Thailand built and sustained pro growth political coalitions **Southeast Asia (Routledge Revivals)** Richard Higgott, Richard Robison, 2013-10-31 The articles in this edited collection first published in 1985 consider the competing theories of the nature of development and underdevelopment in Southeast Asia Each chapter challenges the academic orthodoxies and dominant traditions of Southeast Asian studies particularly in relation to orientalist history behaviourist political science and development economics Overall the contributions offer an alternative framework for analysis which considers the structural changes to the political economy of Southeast Asia as well as the relationship between the state economy and class at a domestic level This is a fascinating collection of value to students and academics with an interest in Southeast Asian politics economics and history **Building Institutions for Markets** World Bank, 2002 Institutions fix the confines of and impose form upon the activities of human beings Walton Hamilton *Institutions* 1932 The World Development Report 2002 *Building Institutions for Markets* undertakes the complex issue of the basic institutions needed for markets to function properly This year's World Development Report

goes beyond a simple examination of institutional structure and explores the functions of institutions Recognizing that one size does not fit all the report asks what do all institutions which support markets do The answer is simple Institutions channel information define and enforce property rights and increase or prevent competition Understanding the functions that current institutions and their proposed replacements would provide is the first step The report contends that once you have identified the institutional functions that are missing you can then build effective institutions by following some basic principles Complement what exists already in terms of other supporting institutions human capacities and technology Innovate to suit local norms and conditions Experimenting with new structures can provide a country with creative solutions that work Connect communities of market players through open information flows and open trade Open trade and information flows create demand for new institutions and improve the functioning of existing structures Compete among jurisdictions firms and individuals Increased competition creates demand for new institutions as old ones lose their effectiveness It also affects how people behave improving institutional quality These broad lessons and careful analyses which links theory with pertinent evidence are provided in the report World Development Report 2002 Building Institutions for Markets contains selected World Development Indicators

Catch-up Industrialization Akira Suehiro, 2008 Catch Up Industrialization is an innovative examination of how the political ideology of developmentalism has driven East Asian economic growth The author considers innovative production and management techniques the patterns of industrial relations and the way education shapes the workforce using this information to assess late 20th century East Asian economic development based on economic liberalization and the rapid diffusion of information technology The term catch up links developing and developed countries and defines the socioeconomic mindset common to high growth societies of Asia The author's argument differs from neoclassical approaches emphasizing the workings of the market statist ones emphasizing policy rather than private initiatives business studies lacking macroeconomic and global perspectives work by development economists based on agriculture and World BankIMF studies that lack socio cultural and historical understanding

Political Booms Lynn T. White, 2009 Why have Taiwan rich parts of China and Thailand boomed famously while the Philippines has long remained stagnant both economically and politically Do booms abet democracy Does the rise of middle classes promise future liberalization Why has Philippine democracy brought no boom and barely served the Filipino people This book unlike previous books shows that both the roots and results of growth are largely political not just economic Specifically it pays attention to local not just national power networks that caused or prevented growth in the aforementioned countries Violence has been common in these politics along with money Elections have contributed to socio political problems that are also obvious in Leninist or junta regimes because elections are surprisingly easy to buy with corrupt money from government contracts Liberals should pay more serious theoretical attention to the effects of money on justice and Western political science should focus more clearly on the ways non state local power affects elections By

considering the role of local money and power above all from small and medium sized firms that emerged after agrarian reforms on elections and justice this book asks democrats squarely to face the extent to which electoral procedures have failed to help ordinary citizens Students and scholars of Asia will all need this book as will students of the West whose methods have become parochial

The Effects of Chinese FDI in Southeast Asia Jean-Marc Blanchard, 2025-10-16 This book explores the economic and political effects of Chinese outward foreign direct investment COFDI through in depth and comparative analyses of COFDI in economically and politically diverse Southeast Asia countries Featuring 21 case studies of COFDI in Indonesia Thailand the Philippines Malaysia Myanmar and Cambodia the book looks at three core effects namely employment technology transfer and domestic political effects The case studies also explore the negative social outcomes of Chinese investments in these nations as well as serious environmental issues linked to COFDI ranging from the destruction of forests to the loss of biodiversity to air and noise pollution Revealing both the negative and positive impacts of COFDI in these Southeast Asian nations this book will be a valuable resource to policymakers as well as students and scholars of Chinese and Southeast Asian economics and politics

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